

MARYLAND APPRENTICESHIP^{2.0}

Training that Works

An apprenticeship program allows an employee to earn a salary while learning necessary skills to succeed in a high-demand career. Employed from day one of the apprenticeship, apprentices receive on-the-job training and job-related instruction. Apprenticeship programs extend the unique opportunity of preparing workers for careers while simultaneously meeting employers' needs for a highly-skilled, highly-trained workforce.



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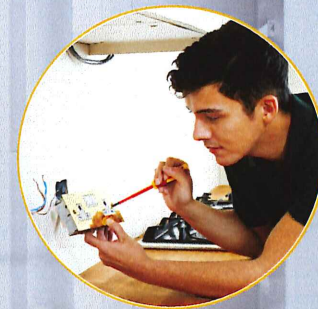
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Benefits to:

JOBSEEKERS

- ◆ Increased skills
- ◆ Higher wages
- ◆ Career advancement
- ◆ Industry-recognized credentials
- ◆ Incremental wage increases

As apprentices progress through their programs and their skill sets increase, their wages also increase. Although the length of specific programs may vary, all apprentices receive nationally-recognized certifications upon completion.



What are the requirements?

- ◆ Successful apprenticeship candidates must:
 - Be 18 years of age or older
 - Have a Maryland High School Diploma*
 - May have to successfully pass specified tests in math and English
 - Be physically able to perform required tasks
 - Have transportation
 - Be drug free

* By means of high school graduation or successful completion of the GED* or National External Diploma Programs* (NEDP)



How do I apply to become an apprentice?

- ◆ Research a sponsor:
 - Maryland Workforce Exchange Virtual One Stop (MWE-VOS): <https://mwejobs.maryland.gov>
 - Apprenticeship website: <http://www.dllr.maryland.gov/employment/appr/>
- ◆ Contact a sponsor to apply



EMPLOYERS

- ◆ Highly trained workforce with industry-defined skill sets
- ◆ Increased retention rates
- ◆ Higher productivity
- ◆ More motivated and satisfied workforce
- ◆ More cost-effective than other means of training

Apprenticeship is a cost-effective means through which to meet workforce training needs and increase the bottom line. Besides an impressive retention rate of 91 percent, apprentices report high levels of motivation, satisfaction, and loyalty. Because Apprenticeship program sponsors develop curriculum, apprentices are highly-trained in crucial skill sets for their specific role in the associated industry.



How can my business get started?

- ◆ Become a Sponsor
- ◆ Develop a new program with the assistance of Maryland Department of Labor, Licensing and Regulation (DLLR) staff
- ◆ Present your program to the Maryland Apprenticeship and Training Council for approval <https://www.dllr.state.md.us/employment/appr/apprcouncil.shtml>
- ◆ Maintain your program through continued staff assistance and support

What resources are available if I become a Sponsor?

- ◆ MWE-VOS – advertise your program to a wide audience and pre-screen candidates
- ◆ Work with DLLR staff for recruitment, program maintenance and funding accessible through the Maryland Eligible Training Provider List <http://www.dllr.maryland.gov/employment/train/>

